

OUR DIVERSITY & INCLUSION

— MANIFESTO —

WE BLEND
FOR BETTER

We are a community of single origins
united into a perfect blend.

That's what we are:
humans enriching one another
by our mutual diversities.



INCLUSION *Not* ~~ACCEPTANCE~~

Everyone should feel
unique and part
of the amazing blend
we form together.

FREE AND **SAFE**

We want to build a place where each one of us is safe and free to express thoughts and feelings. We treasure uniqueness; openness is our endeavour.

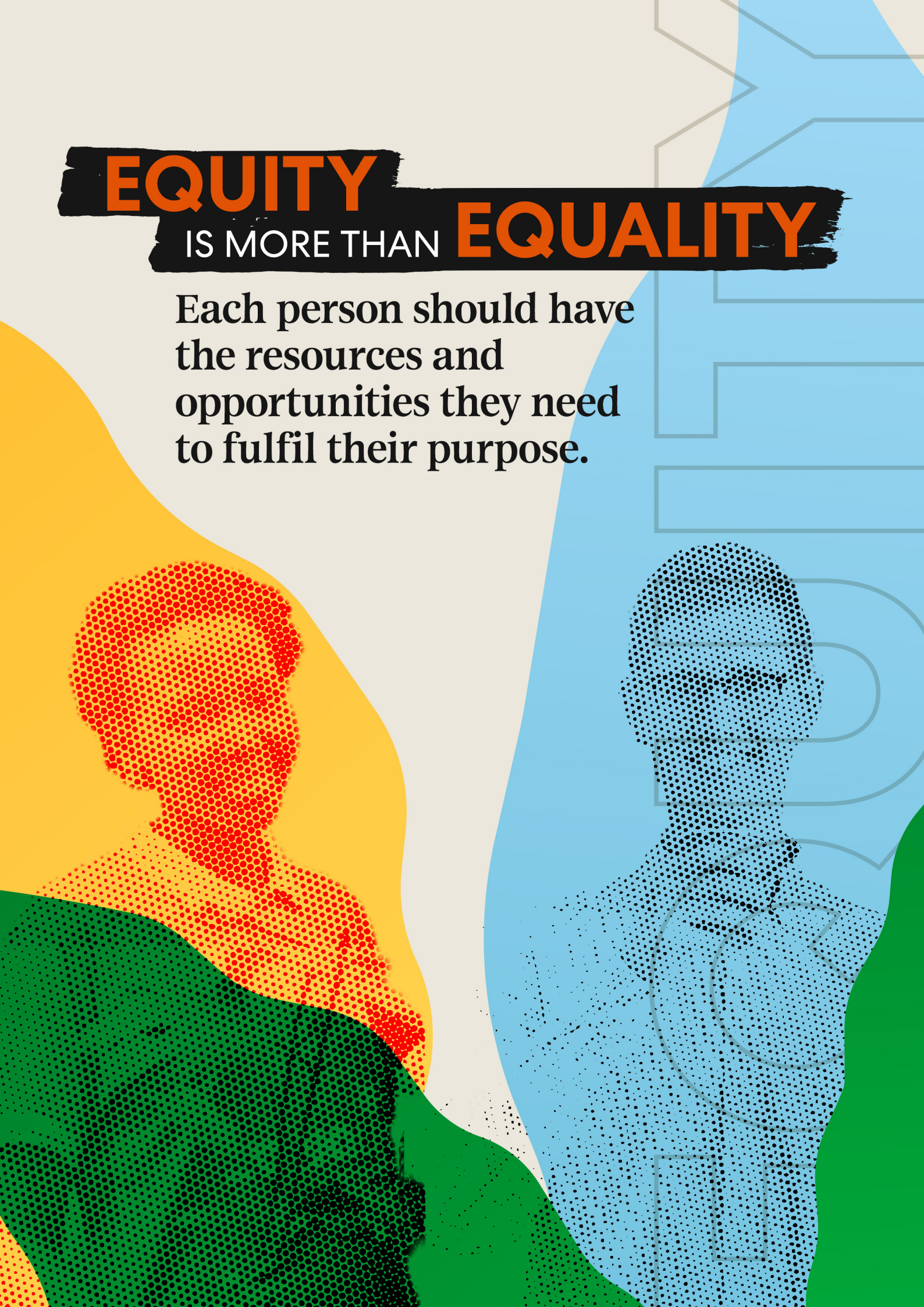


EQUITY

IS MORE THAN

EQUALITY

Each person should have the resources and opportunities they need to fulfil their purpose.



SKILLS ARE VALUES

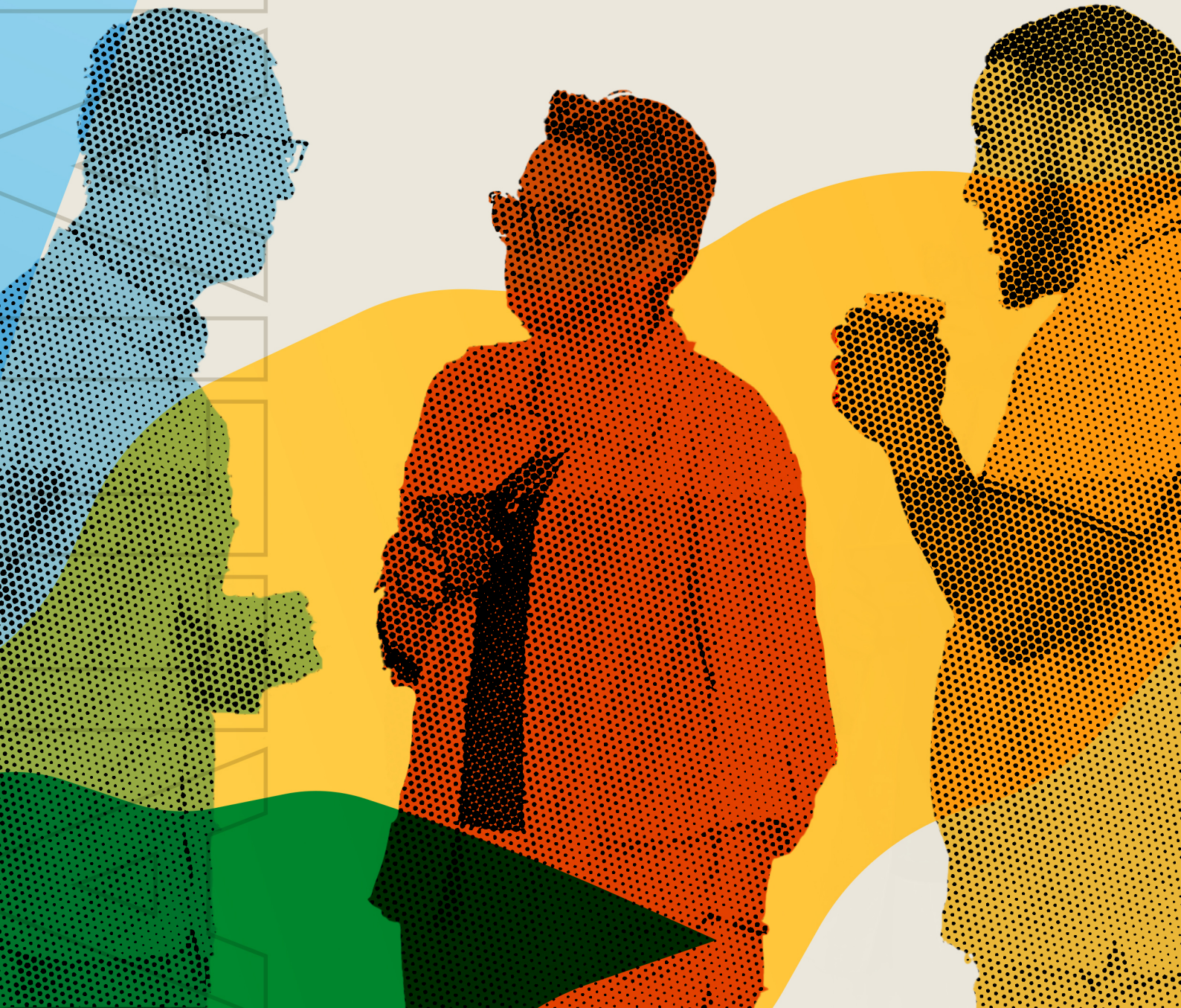
Everybody should be granted access to opportunities to grow, based exclusively on skills and capabilities.



ALLIANCE

We believe that allyship is the way
to fight underrepresentation
and underprivilege.

We will support our colleagues,
allowing them to shine through
respect, care, and heed.



GAP FREE

We are committed to shaping and nurturing a gap free organization that aims to end any form of discrimination based on stereotypes and unconscious bias.

Our coffee is the driver that helps **awaken a better world every morning.**

We root our conduct in authenticity, passion for excellence, inventiveness, and responsibility in order to have a positive impact on a thriving society.

**WE ARE OPEN, AND YOU ARE
WELCOME!**